High Sick Leave Consumption 40 Hr Employees Louisville Fire Department



KPI Owner: Lt. Col. Adkisson Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY14; 8 avg. employees per month	Data Source: Payable	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions
Goal: No more than 5% of 40 hour employees	Time Peoplesoft	Measurement Method: # of employees who used 9 or more out of 12 sick
with high sick leave consumption	Goal Source: Scope	¹ days in a 12 month period; rate calculated by dividing by total employees
	Summary	Why Measure: Promote a culture in which sick time is used appropriately
	Benchmark Source:	Next Improvement Step: LFD has implemented a new sick leave policy. LFD
Benchmark: 6.74% LMG Top Quartile 04/09/16	Enterprise KPI Report	will validate that the new policy is effective.

How Are We Doing?

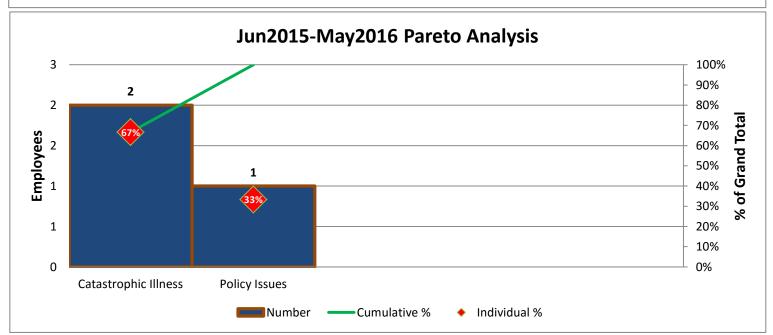
Jun2015-May2016	Jun2015-May2016	
12 Month Goal	12 Month Actual	
4	3	
Employees	Employees	



May2016 Goal	May2016 Actual
4	3
Employees	Employees



High Sick Leave Consumption 40 Hr Employees Good 10 9 8 **Employees** Dec2012 Dec2013 Feb2014 Apr2014 Jun2014 Oct2014 Dec2014 Feb2015 Apr2015 Jun2015 Dec2015 Feb2016 Jun2012 Aug2012 Oct2012 Apr2013 Jun2013 Aug2014 Feb2013 Aug2013 Oct2013 Apr2016 Median Goal Data



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